

SPECIAL NOTICE: USER'S AGREEMENT

The O*NET™ Career Exploration Tools are composed of the WORK IMPORTANCE LOCATOR, INTEREST PROFILER, and ABILITY PROFILER products and are owned by the U.S. Department of Labor, Employment and Training Administration (DOL/ETA). All O*NET Assessment/Counseling Tools are copyrighted. O*NET is a trademark of DOL/ETA.

The DOL/ETA developed the O*NET Career Exploration Tools as career counseling, career planning, and exploration tools. In order for each tool to provide an objective assessment, extensive research and development was conducted to ensure that the directions, format, items, and score reports lead to valid assessment. DOL/ETA adhered to the high standards of the American Psychological Association, the American Education Research Association, and the National Council on Measurement in Education in developing the O*NET Career Exploration Tools. In developing the tools, fairness analyses were conducted to ensure that score results were equally valid both from a statistical and a usability perspective.

Results provided from the O*NET Career Exploration Tools are part of a whole-person approach to the assessment process. They provide useful information that individuals can use to identify their strengths, the parts of work they like to do, and the parts of work that they may find important. Individuals can use results to identify training needs and occupations that they may wish to explore further. Individuals are strongly encouraged to use additional information about themselves with O*NET Career Exploration results when making career decisions.

As such, the use of the O*NET Career Exploration Tools is authorized for career exploration, career planning, and career counseling purposes only. Each O*NET Career Exploration Tool must be used consistent with its own "User's Guide." No other use of these tools or any part of the tools is valid or authorized.

All users are bound by the terms of "Special Notice: User's Agreement." If you use any of the O*NET Career Exploration Tools, you have agreed to be bound by the terms of "Special Notice: User's Agreement."

If any of the O*NET Career Exploration Tools is used for a purpose or purposes other than career exploration, career planning, and career counseling purposes, it is a violation of this agreement and neither the U.S. Department of Labor nor the Employment and Training Administration is liable for any misuse of the Tools. The U.S. Department of Labor and the Employment and Training Administration reserve the right to pursue all legal remedies for violations of this User's Agreement.

Recipients of federal assistance from the U.S. Department of Labor must ensure that individuals with disabilities are afforded an equal opportunity to use services based on the O*NET Career Exploration Tools. For further discussion of these obligations, see the Department of Labor's Equal Opportunity Guidance Letter No. 4. This document currently is being reissued and will be found at the National O*NET Consortium web site in the near future at <http://www.onetcenter.org>.

No additional license is required to obtain, copy in whole, use or distribute the O*NET Career Exploration Tools. A user must not remove any copyright or trademark notice or proprietary legend contained within the O*NET Career Exploration Products. Further, all copies and related documentation must include the copyright and trademark notices. Users must abide by the following instructions on proper trademark usage when using O*NET Career Exploration Products:

1. Since O*NET is trademarked, users must acknowledge the use of O*NET Career Exploration Tools in and on their products. The trademark symbol must be properly displayed when referring to O*NET. When using the O*NET™ name, users must use "O*NET" as an adjective, not as a noun or verb, followed by the proper generic product name. For example: "...with O*NET Career Exploration Tools," "...formulated from O*NET Career Exploration Tools," or "...includes information from the O*NET Career Exploration Tools," not "...includes O*NET." In addition, the O*NET name must not appear in the possessive form.

Proper trademark citation:

O*NET™ is a trademark of the U.S. Department of Labor, Employment and Training Administration.

2. The version number of O*NET Career Exploration Tools must be clearly stated in and on user products.
3. "O*NET In It" bug with ™ symbol must appear in and on user products:



O*NET Career Exploration Tools are provided "AS IS" without expressed or implied warranties. Certain components and/or files of the software have been licensed by third parties to the U.S. Department of Labor. Such third parties own and/or have copyrights or other rights in those components and these components of the software may not be distributed separately. You may contact the U.S. Department of Labor or the National Center for O*NET Development for a list of such components and third parties. Your use of this software and these components is subject to this "Special Notice: User's Agreement."

SPECIAL NOTICE: DEVELOPER'S AGREEMENT

Users intending to develop other products, software or systems applications using O*NET Career Exploration Tools products must contact the National O*NET Consortium at <http://www.onetcenter.org> or National O*NET Consortium, North Carolina Employment Security Commission, P.O. Box 27625, Raleigh, NC 27611, for the Developer's Agreement.